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Inside PANTHERS

# Impariamo

"A newsletter for the Intelligence Community Centers for Academic Excellence"

Volume 2, Issue 3

## 2013 IC CAE ANNUAL MEETING, JUNE 3-5

Faculty from 20 universities and practitioners from 14 Intelligence Community (IC) agencies attended the 2013 IC CAE Annual Meeting; held June 3 - 5 at the National Conference Center (NCC) in Leesburg, Virginia.

The Annual Meeting served as a forum to share best practices, foster communication, and expand collaboration efforts to best meet the goals of the CAE Program.

LTG Michael Flynn, Director of the Defense Intelligence Agency (DIA), delivered the keynote address in which he commented on the strength of U.S. higher education, and the need for structured professional education as college graduates progress in their careers within the IC.

During the two-day gathering, academicians and IC practitioners facilitated sessions on a broad range of topics. Attendees took part in workshops on conducting research in the IC, preparing students for analytic briefings, sustaining CAE programs, teaching analysis without an intelligence background, and learning about a pilot test of analytical skills.

Duane Jennings, COCOM representative to, and vice-chair of the IC CAE Senior Advisory Board (SAB), closed the meeting with encouragement to continue the many productive conversations and efforts started at the Annual Meeting.

Selected workshop presentations are available on SAGE. Need access? Contact any CAE Program Office staff member for assistance. ■

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## Calendar of Events

MAC-CAE Summer STEM Symposium (9 July)	IC CAE SAB Meeting. (Topic: school workplans) JBAB Washington, DC (30 July)
Faculty Professional Development Workshop on Approaches to Analytic Writing; Leesburg, VA (15-17 July)	Summer Seminar: Foundations; Leesburg, VA (5-16 August)
Intel Boot Camp; Howard University ( <i>high school outreach</i> ) (15-26 July)	Southeast Region Security & Intelligence Conference The Citadel; Charleston, SC (10-11 October)
Summer High School Program; Elizabeth City State University (22-26 July)	Third Annual MAC-CAE Colloquium (30 October)
Summer High School Program; Norfolk State University (22 July - 2 August)	Five Eyes Analytic Workshops; Leesburg, VA (5-7 November)

# DIRECTOR'S CORNER

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The early days of the IC CAE program seem to have favored schools applying as consortia. We have the CSU consortium, the Mid-Atlantic CAE (MAC) consortium, Virginia Tech & Howard University consortium, and the Great Plains National Security Education Consortium (GP NSEC).

Our question is: are the consortia schools getting the same value from participating in the IC CAE program as the primary schools? (i.e.; funding, inspiration, assistance, inclusion, etc.)

This year, we invited all consortia members to attend the CAE Annual Meeting, on the Program Office's dime, because we wanted to make sure the sub-grantee folks were hearing the great things everyone's doing and to encourage their participation at a higher level.

What we found was that many consortia members opted not to attend. Of the 29 invited CAE schools, only 17 sent representatives; five of which were from consortium schools.

When discussing reporting processes via the new database during the Annual Meeting, the question of *'should sub-grantees report their activities directly or through the primary grantee?'* was raised. The Program Office assumed that the primary grantees were asking the sub-grantee schools for data for the mandatory reporting requirements, but seemed to seldom (with some notable exceptions) get input. Does this mean that sub-grantee schools are not performing CAE activities at their respective schools; or that the primary grantee schools weren't pressing their consortium partners for the data?

As schools approach us about applying to the upcoming 2014 BAA, some seem to think the message is *'you must have a consortium'*; to which we respond, *'only if it is geographically sensible and workable.'* While having 50 schools designated as IC Centers for Academic Excellence would be great; the reality is that we only want them if they really are participating in and executing the IC CAE program at their universities.

So for those of you out there in consortia, does this model work for you and your partners? How? What value is there for the sub-grantee schools? Would we be better to encourage schools to use the Miles College model? Miles College invites the Birming-

ham Area Council of Higher Education (BACHE), and all of the schools which fall under it, to attend and participate in Miles functions, though the BACHE schools are not funded through the Miles College grant.

Let us hear from you on this matter; either through a letter to the editor, an email to me, or via SAGE, in a discussion or blog format. We need to know what works and what doesn't so we can give good advice to the next crop of schools joining the IC CAE program. ■

Regards,  
**Marilyn**  
Marilyn B. Peterson  
Director, IC CAE

## WELCOME TIA CAE'S NEWEST PROGRAM MANAGER

Program Manager Tia Golden is the newest member of the IC CAE Office, joining the team on February 25, 2013. Prior to joining the IC CAE team, Tia worked as an Instructor within the Defense Intelligence Agency's (DIA) Office of Training, Education, and Development; where she designed, delivered, and evaluated leadership programs and curricula for agency employees ranging from emerging leaders to senior managers. Before entering the federal workforce in 2012, Tia taught undergraduate business and management courses for Midlands Technical College in Columbia, South Carolina.

Tia's varied background also includes 12 years of active duty service with the U.S. Army where she served first as an enlisted soldier and later attained her commission through the Army's Officer Candidate School at Fort Benning, Georgia. Throughout her Army career, Tia specialized in human resources management and administration, human support services, program management, manpower, and conflict resolution.

In her current position within the IC CAE Program Office, Tia serves as the Program Manager and primary liaison for Florida A&M University (FAMU), James Madison University (JMU-UBAT), University of Maryland (UMCP), and the Mid-Atlantic CAE (MAC) Consortium; which includes Morgan State University (MSU), Bowie State University (BSU), Norfolk State University (NSU), and Elizabeth City State University (ECSU).

She is also responsible for planning and executing the July 2013 Professional Development Seminar, "Approaches to Analytic Writing," as well as the Fall 2013 Five-Eyes Analytic Workshops.

Ms. Golden holds a Master of Business Administration from Webster University, and is currently pursuing her doctorate in Public Administration with Walden University. ■



## IC CAE FACULTY MEMBER RECEIVES IAFIE INSTRUCTOR OF THE YEAR AWARD

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Congratulations to Dr. Matthew Crosston, recipient of the 2013 IAFIE Instructor of the Year award! Dr. Crosston was recognized for his leadership in furthering intelligence education at Bellevue University (NE).

Dr. Crosston is the Miller Chair for Industrial and International Security and Director of the International Security and Intelligence Studies (ISIS) program at Bellevue University, member school of the Great Plains National Security Education Consortium (GPN-SEC).

He has authored two well-received books, several book chapters and nearly a dozen peer-reviewed articles in venues like the Journal of Military and Strategic Affairs, Comparative Strategy, Strategic Studies Quarterly, International Politics, Journal of Conflict Transformation and Security, Journal of Global Analysis, and Democracy and Security. His research agenda continues to address counter-terrorism, intelligence analysis, failed democratization, and cyber war/ethics. Dr. Crosston has also spoken out across the globe promoting interaction between intelligence agencies that share common interests but lack connectivity, as well as fostering improved collaboration between the academic and intelligence communities.

Dr. Crosston holds a BA from Colgate, a MA from the University of London, and a PhD from Brown. He came to Bellevue University in 2010 to develop the ISIS program, an initiative begun under the auspices of USSTRATCOM. Two hallmarks of the ISIS program are its continuing education relationship with current and former members of the military and the IC and the aggressive use of high-technology, online delivery methods while not sacrificing intellectual rigor or active learning.

He is the third CAE professor to earn the IAFIE Instructor of the Year award, following Dr. Larry Valero (UTEP) in 2011 and Dr. Carl Jensen (U Mississippi) in 2012. ■

## HR CORNER THE WORKFORCE RECRUITMENT PROGRAM

*By Amy Lozinak Buckley, Office of Human Resources,  
Defense Intelligence Agency*

The Workforce Recruitment Program (WRP) is an internship program that connects federal sector employers nationwide with highly motivated college students and recent graduates with disabilities, eager to apply their knowledge, skills and abilities in the workplace through summer internships.

The WRP is sponsored and managed by the U.S. Department of Labor's Office of Disability Employment Policy (ODEP) and the U.S. Department of Defense's (DoD) Office of Diversity Management & Equal Opportunity (ODMEO). Since the program's launch in 1995, over 6,000 students and recent graduates have participated government-wide in summer internships, with some resulting in permanent hires. WRP candidates represent all academic disciplines and range from college freshmen to graduate and law students.

Agencies select students to participate in a WRP internship in a variety of positions. Once selected for the program, students are connected with an employee mentor. Mentors assist students selected for employment under the WRP with interviewing techniques, goal setting, navigating the federal application process, and other workplace challenges. Students are eligible to work full-time for up to 14 weeks or part-time for up to 28 weeks. WRP interns earn salaries between the GG-3 and GG-9 grades (determined by number of completed credit hours), earn sick and annual leave and are provided with special accommodations (e.g. telecommunication devices, screen readers, etc). Upon successful completion of the program, eligible students may be invited to return, placed in the talent pool, and/or offered permanent employment. ■

*The **Impariamo** (Let's Learn) is a quarterly newsletter for and by the IC CAE community. Melissa Mason is its editor. If you have an article or news that can turn into an article, please send them to Melissa at [melissa.mason@dodiis.mil](mailto:melissa.mason@dodiis.mil).*

# SCHOLAR SPOTLIGHT

MATT CECCATO

NAMED PRESIDENTIAL MANAGEMENT FELLOW

Article courtesy of Penn State's School of International Affairs

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*Matt Ceccato was named a 2013 Presidential Management Fellow*

If Matt Ceccato has to name one quality that powered him through his journey from the Walter Reed Army Medical Center to a Presidential Management Fellowship, it would be the determination he learned as a Paratrooper in the U.S. Army.

On his second deployment to Iraq for Operation Iraqi Freedom in 2005, he was wounded in

combat by a gunshot through both legs that left him unable to walk.

"I remember sitting at Walter Reed in a wheelchair thinking 'I'm not going to let this beat me'," he said, recounting the journey that brought him to Penn State School of International Affairs and set him on his way to Washington, D.C. Years of physical therapy enabled him to transition from a wheelchair to a walker to crutches and then to walking without any help at all.

"The military taught me more than jumping out of planes. I learned determination. I learned to focus and set my priorities," he said. Ceccato decided to set his priorities on college, earning a BA from California State University—Sacramento in 2011 and then a master's degree from the Penn State School of International Affairs.

"I can't think if anyone who deserves to be a PMF more than Matt. Not just because of his service to his country as a combat veteran, but also because he is a superb student and researcher and a great person. I'm very happy that all those qualities have recognized by his receiving such an honor," said Amb. Dennis Jett (Ret.), a professor in the School of International Affairs who employed Ceccato as a research assistant for more than a year.

The Presidential Management Fellowship Program allows outstanding students to work in the federal government for two years. More than 12,000 people applied this year, according to PMF, and 663 fellowships were awarded. Ceccato is one of three Penn State students selected this year. Penn State's Strategic and Global Security Program played an integral part throughout Matt's academic and out-of-class experiences. Not only was financial support and one-on-one mentoring

and career counseling provided, Matt had many opportunities to participate in SGSP sponsored professional workshops, programs and meetings.

## A focus on national security

Ceccato customized his SIA study to focus on U.S. national security policy. Last summer he was a junior fellow at the George C. Marshall Center in Germany, where he researched various terrorism and security topics around Europe and Africa and helped prepare course modules for the PTSS Daily. Even in Europe, he felt a clear Penn State connection. "I would be walking down the street in Germany in my Penn State hat and somebody would yell 'WE ARE from across the street.'"

A graduate internship at the U.S. Army War College Peacekeeping and Stability Operations Institute allowed him to get involved in developing a policy proposal on the policing for the Office of the Provost Marshal General (OPMG). Ceccato then briefed the policy proposal at the Pentagon. "To go from the sands of Iraq in 2005 to briefing the Pentagon on something seven years later was the highest point of my military career," he said.

Having learned about his selection to the Presidential Management Fellowship Program, Ceccato wishes to pursue a career either in national security or in veterans' affairs. He is energetic about being a mentor to people considering careers in the military and about assisting veterans in the transition back to civilian life.

## A sense of adventure

Matt Ceccato grew up in California as one of five siblings; he and two of his sisters are triplets. "I was always the one saying 'let me ride my bike down this hill the fastest'" he said, explaining why being a Paratrooper was a natural fit for his thrill-seeking personality. His father and grandfather served in the military, and Ceccato clicked with a recruiter who had been a Paratrooper and understood his love of adventure. As a Paratrooper, Ceccato earned the Parachutist Badge, Drivers Badge, Combat Action Badge, Army Commendation Medal (three times), Army Achievement Medal (twice), among other honors.

Although he is not jumping out of planes anymore, Ceccato pursues adventures by travel. Matt and his wife, Meagan, visited 30 countries together since they married in 2011. Another highlight of this period of post-military life is traveling around the United States to celebrate the weddings of members of his old platoon. "We are brothers. We will always be there for each other." ■

# 9TH ANNUAL IAFIE CONFERENCE AT UTEP



The IAFIE (International Association for Intelligence Education) held its most successful Annual Conference in its nine-year history at the University of Texas El Paso (UTEP) last month.

Coordinated and directed by Dr. Larry Valero, a University of Texas at El Paso (UTEP) professor and co-coordinator of UTEP's CAE program, this year's IAFIE conference counted approximately 160 people from 13 countries in attendance. Historically, IAFIE conferences took place over 2.5 days, with a day of pre-conference workshops. This year, it was held for four full days, running for an average of 9 hours per day.

This year's expanded IAFIE conference schedule accommodated the addition of student presentations to the agenda. Numerous students from UTEP and University of New Mexico (UNM) presented on topics ranging from game theory, domestic border security, and issues in the Asia-Pacific region. Two UTEP students from last year's National Security Analysis & Intelligence Summer Seminar (NSAISS)—America Guevara and Stacy Langston—were among the several dozen students who presented.

Other IAFIE conference speakers included personnel from 8 CAE schools, 26 non-CAE universities, and 29 US government agencies and other organizations; including international members. A CAE workshop was held on Monday, May 20, featuring panelists Dr. Ba-Shen Welch (Miles College), Mark Gorman (UTEP), Dr. Tyler White (University of Nebraska), and Melissa Graves (University of Mississippi); and was moderated by CAE Program Director Marilyn Peterson. Other presenting CAE schools were University of Texas Pan American, Penn State University, Bellevue University, and UNM. Florida International University was also in attendance.

CAE school professor Dr. Matthew Crosston (Bellevue University) was chosen as IAFIE's Instructor of the Year, but was unable to attend to receive his award in person. Past recipients of this prestigious award include CAE school professors Dr. Carl Jensen (University of Mississippi) and Dr. Larry Valero (UTEP).

Being an institutional IAFIE member and attending its conferences supports CAE schools' programs and is a benefit of being part of this collaborative organization. Dr. Ba-Shen Welch noted, "All CAE schools should be required to attend. This is an excellent place to learn, network, and grow."

The CAE Program Office also hosted an exhibit table at the conference, distributing CAE program information and materials about the 2014 Broad Agency Announcement. ■

## FLORIDA A&M UNIVERSITY'S 4TH ANNUAL COLLOQUIUM

On March 26, 2013, Florida A&M University's (FAMU) Center for Global Security and International Affairs hosted its fourth Annual Colloquium which presented a forum for educators, intelligence practitioners, and students to learn how state and local governments serve as force multipliers for the intelligence community. FAMU's theme for this year's event was Intelligence Education and Training: Exploring the Nexus Between Academia and Practice; the event was attended by 80 students and a dozen faculty.

Principal speakers included Mrs. Jennifer Cook Pritt, Director of Florida's Department of Law Enforcement Criminal Justice Professionalism and Training Section; Mr. Mark Glass from the Florida Fusion Center; Mrs. Marilyn Peterson, from the IC CAE Program Office; Mr. Robert Heibel of the Institute for Intelligence Studies at Mercyhurst College; and Mr. William Fulkerson, CIA (retired).

During their individual presentations, Mrs. Cook Pritt and Mr. Glass emphasized the unique analytic capability of the Florida Fusion Center as a front line asset, working alongside law enforcement, local government, and private sector security agencies to lawfully receive, analyze, and share threat related information across the intelligence enterprise. Analysts within the Center play a distinct role in the collection and dissemination of actionable intelligence products developed and briefed at the national level.

To prepare the next generation of competent analysts, Mr. Heibel emphasized the importance of developing intelligence based curricula that enable students to master both the theoretical and applied principles of intelligence while Mrs. Peterson's presentation defined intelligence and showcased several analytic techniques.

In the afternoon, panel members discussed national security issues, but ample time was provided for questions and comments from audience members. Dr. Chris Daniels, a FAMU faculty member, and Ms. Tia Golden, IC CAE Program Manager, also facilitated discussions about specific intelligence topics.

According to Dr. Keith Simmonds, Director of FAMU's IC CAE program, "The success of the colloquium has given FAMU the impetus to continue with its 2013 theme of action and it will provide IC CAE scholars and prospective students with workshops and simulation exercises to enhance their understanding of the threat environment." ■



## PUBLICATION OF EDITED VOLUME CAPS SUCCESSFUL GP NSEC COLLOQUIUM

By Tyler R. White



Marc Warburton (far left) & Colloquium Attendee

The Great Plains National Security Education Consortium (GP NSEC) held a colloquium in the spring of 2012 that brought together scholars from multiple disciplines and focused on the increasingly diverse challenges states face - from political protests, insurgencies, and popular uprisings, to environmental and economic pressures. The panelists concluded that power and perception drive state responses in surprising and sometimes unpredictable ways.

Former US Ambassador to Afghanistan (2005-2007) Ronald E. Neumann was the colloquium's keynote speaker. His remarks set the tone for the engaging yet challenging discussions about the complexities of security in the 21st Century; highlighting issues such as tribal culture and local norms, the challenges of international cooperation, and local corruption.



Dr. Tyler White (far left) & Colloquium Attendees

The colloquium was well attended and featured an IC Scholar poster session that allowed our students to interact with the

Ambassador, the panelists, and members of the IC. Our visiting scholars and IC guests went out of their way to tell us how impressive the undergraduate research projects were. We at GP NSEC look forward to hosting future colloquia and send an open invitation to all other IC CAE schools to attend and participate.

One result of the colloquium is the forthcoming publication, *At Home and Abroad: How States Respond to Human Security* by Courtney Hillebrecht, Tyler R. White and Patrice C. McMahon, to be published in the fall, 2013 by Routledge Press. Former Ambassador Neumann wrote the foreword to the volume, while panelists and authors featured in the edited volume carry the conversation further than was possible at the colloquium, delving into subjects such as Mexican narco-trafficking, the Arab uprisings, Chinese mass protests, intervention in Libya, and even the implications of managing natural resources to prevent conflict. ■

## 2014 BROAD AGENCY ANNOUNCEMENT

Work has already begun on the 2014 Broad Agency Announcement (BAA), in which the IC CAE Program Office will open the doors for applications for new CAE grants. It is anticipated that another 5 - 6 grants will be awarded to regionally accredited colleges and universities from across the country.

The Senior Advisory Board (SAB) developed eligibility criteria and program components at its February meeting. Its June meeting is devoted to a review of the application evaluation plan, which will be published as part of the Broad Agency Announcement. The remainder of the BAA will be developed prior to the Board's November meeting, at which it will be reviewed and approved for publication on [grants.gov](http://grants.gov). At its June 3 meeting, the SAB reviewed a draft of the evaluation plan for the grants and approved it in principle. The final BAA will be reviewed by the SAB in the fall.

Barring a reduction in funds, the Program Office hopes to have about \$3 million available for new grants. The SAB decided that schools previously receiving grants could apply for new ones, but that significant progress over the accomplishments of the previous grant would have to be planned.

There are numerous changes in the proposed BAA from previous offerings. For example, the new BAA will focus on core intelligence skills rather than including the broader encyclopedic listing of ICD 610 featured in the 2011 BAA. Also, proposals will require both management and sustainment plans.

It is anticipated that the BAA will be posted on [www.grants.gov](http://www.grants.gov) by January 3 and will close to applications on March 15, 2014. ■

## STATE INTERNSHIP EXPERIENCE

By Madison Singer-Riske, Virginia Tech CAE Student



Imagine a job that involves traveling abroad, regularly meeting with foreign dignitaries, and conducting research vital to the interests of the United States. Now imagine you can do all of this while spending limited time at your desk or office. My experience working for the Department of State in Central

Europe transcended that of any other internship by allowing me to do all of these, while also imparting the knowledge of how the government advances the nation's foreign policy. The internship exposed me not only to the diplomatic and intelligence communities but more importantly, how they interact, cooperate, and achieve their missions together at embassies around the world.

The Hume Center at Virginia Tech and the IC CAE program were instrumental in supplying the knowledge and funds to make this unpaid experience possible. The organizers of the IC CAE program at VT did a tremendous job in instantly realizing how the connection between the Department of State and the other agencies at the Embassy would further enhance my knowledge of the IC. Subsequently, the internship opportunity was made even more beneficial by the additional resources they made available to me.

The Department of State has several types of internships both domestically and abroad. Many of the internships abroad are unpaid and are either in the Foreign Affairs or Political/Economic divisions. I highly recommend identifying which of these divisions within the Foreign Service peak your interests prior to accepting an internship offer. This will ensure that you are fully dedicated to your work before arrival. The other two bits of advice I can bestow upon you are to make sure you apply for a region that you are both interested in and one which possesses a desirable climate. For example, if you do not know much about Eastern Europe and dislike cold weather, do not bother applying there.

Working for the Department of State or for any other federal agency abroad can be exhilarating, as no two days are completely alike. Every day involves networking with new people and working alongside other members of the IC to further advance US interests abroad. I highly recommend that everyone interested in International Relations, Economics, or National Security apply for Department of State internships to help push our foreign policy forward. ■



IC CAE Students at Days of Intrigue

The University of Mississippi's Days of Intrigue (DOI) became even more so by the addition of a new component this year – other CAE school students. Five CAE schools in the Southeast – FIU, USF, FAMU, Miles and Jackson State – were invited to send two students each to the two-day simulation.

The result: energized students, positive IC participation, a rich learning experience and a hands-on lesson on collaborative analysis. Participating in the DOI from other CAE schools were: Mario Robinson and Vanessa Cassis (FAMU), Ben Olson and Tamara Simunovic (USF), Sonaiel Duncan (Jackson State), Adriauna Davis and Ronnie Garcia, (Miles) and Tracy Noel and Ana Bush (FIU).

Days of Intrigue put 10-12 students onto five teams each (CIA, DIA, State, FBI and NSA), headed by representatives from those agencies. They worked through data developed by Ole Miss Staffers and grad students, receiving additional information through open sources and requests for information given in to a 'white cell.' The students took turns briefing National Intelligence Council member, Terrence Markin. Audriana Davis said, "This was one of the most enjoyable simulations I have ever attended. I left feeling transformed, inspired, and accomplished." Mario Henderson added, "I left Mississippi with a greater appreciation for the work that analysts undertake each day and more determined to learn and grow while becoming an asset to the community."

Student responses to the event were universally positive. Sonaiel Duncan said, "On Friday, I was able to brief our policy maker along with fellow team member Audriana Davis and while it was one of the most nerve racking experiences of my life, I was grateful for being allowed the chance to do it. At my university, we don't have an area of interest in Intelligence Security so this whole experience was completely new for me." Tracy Noel noted, "I have never been a part of anything like that before, and it was so refreshing to have an experience that reasserts my passion for America. This experience makes me know Intelligence is what I want to do with my life." Ronnie Garcia commented "We were



## Ole Miss

thrown into the IC and exposed first-hand to the duties of the respective agencies with the guidance of real IC representatives...it gave me a keen opportunity to build my network with IC representatives."

Ben Olson's take-away

was the need for collaboration with other IC analysts. "Being part of the simulation prepared future analysts on how to work with others...achieving success in this world is not just about merit, but through connections."

This was the first CAE-sponsored simulation, but will not be the last. The Summer Seminar: Foundations will have a one-week simulation developed by the University of Nebraska. The CAE Program Office is working with University of Texas El Paso and Penn State University to host varied simulations in 2014. Also, according to Ole Miss DOI organizer Melissa Graves, they are already planning for their 2014 Days of Intrigue and she indicated they would love to have CAE students once again participate. ■

## IC IN FOCUS DEFENSE INTELLIGENCE AGENCY (DIA)



The Defense Intelligence Agency is a Department of Defense Combat Support Agency (CSA). With more than 16,500 military and civilian employees worldwide, DIA is a major producer and manager of all-source foreign military intelligence.

DIA provides military intelligence to warfighters, defense policymakers and force planners in the Department of Defense (DoD) and the IC in support of U.S. military planning, operations, and weapon systems acquisition. DIA also serves as the DoD lead for coordinating intelligence support to meet US Combatant Command (COCOM) requirements.

DIA is headquartered on Joint Base Anacostia-Bolling (JBAB) in Washington, D.C., with other operational activities at the National Center for Medical Intelligence (NCMI) in Frederick, Maryland; the Joint Use Intelligence Analysis Facility (JUIAF)

in Charlottesville, Virginia; and the Missile and Space Intelligence Center (MSIC) in Huntsville, Alabama.

DIA's workforce is as diverse as its missions. Agency personnel are skilled in military history and doctrine, economics, physics, chemistry, world history, political science, bio-sciences, and computer sciences. DIA employees travel the world, and meet and work closely with other professionals from foreign countries. The Agency offers its employees personal and professional development through many education and training programs.

In October 2011, the ODNI granted DIA the responsibility to manage and execute the Intelligence Community Centers for Academic Excellence (IC CAE) Program. In addition to executing its congressionally-mandated functions of academic outreach, CAE university faculty and student support, full scope program management, execution of events and colloquia; the IC CAE Program Office works closely with its intra-agency DIA points of contact, as well as with its IC Agency counterparts in support of academic outreach, recruitment efforts, and leveraging inter-Agency resources to enhance CAE student support and opportunities across the entire IC.

### DIA's Student Opportunities

In addition to its professional development initiatives for its current employees, DIA also offers myriad opportunities to potential employees through its numerous Student Programs. For more information about DIA's student programs, please see the information below in this article; and also visit the following link: [www.dia.mil/careers/students](http://www.dia.mil/careers/students)

#### ACADEMIC SEMESTER INTERNSHIP PROGRAM

DIA's Academic Semester Internship Program (ASIP) provides promising undergraduate seniors and graduate students enrolled as full-time degree-seeking students at U.S. accredited universities and colleges, located within commutable distances to DIA locations, the opportunity to gain practical work experience in intelligence analysis while enrolled in classes.

- [www.dia.mil/careers/students/academic-semester-internship.html](http://www.dia.mil/careers/students/academic-semester-internship.html)

#### COOPERATIVE EDUCATION PROGRAM

DIA's Cooperative Education (Co-op) Program provides a select number of talented undergraduate and graduate students the opportunity to gain valuable work experience in combination with their academic studies. This is an excellent opportunity for students seeking to serve their country to participate in the critical work of the Agency through an extended work period.

- [www.dia.mil/careers/students/cooperative-education-program.html](http://www.dia.mil/careers/students/cooperative-education-program.html)



## NATIONAL INTELLIGENCE SCHOLARS PROGRAM

The National Intelligence Scholars Program (formerly the Defense Intelligence Scholars Program) affords a small select number of college graduates the opportunity to obtain a quality education that will get their career off to a successful beginning. National Intelligence (NI) Scholars will begin their DIA employment with a formal agency orientation program, no later than mid-August prior to Fall enrollment in the National Intelligence University (NIU). Scholars enrolled in the Master of Science of Strategic Intelligence (MSSI) or the Master of Science in Science and Technology Intelligence (MSTI) degree programs are expected to complete all course work and the required thesis, no later than the specified deadline.

- <http://www.dia.mil/careers/students/national-intelligence-scholars-program.html>

## OPERATION WARFIGHTER INITIATIVE

The Operation Warfighter Initiative was established by the Department of Defense (DoD) in 2006. The Initiative calls on Federal agencies to identify temporary assignments and opportunities for service members convalescing at military medical centers in the National Capital Region. The goal of the Initiative is to match service members with opportunities that utilize both their military and non-military skills, thereby creating productive assignments that are beneficial to both the service member and the employer. Service members on medical hold, even if assigned to the National Guard and/or a Reserve Component unit, are eligible to participate in the Initiative's objectives.

- [www.dia.mil/careers/students/operation-warfighter-initiative.html](http://www.dia.mil/careers/students/operation-warfighter-initiative.html)

## SUMMER INTERN PROGRAM

DIA's Summer Intern Program provides promising undergraduate and graduate students the opportunity to gain practical work experience in the areas of analysis, research, report writing, oral briefings, policy development, program management, and computer applications related to the intelligence field. Interns are appointed for a 10-week period from June through August, as full-time, temporary employees. All interns must be granted a security clearance and successfully pass a drug screen.

- [www.dia.mil/careers/students/summer-intern-program.html](http://www.dia.mil/careers/students/summer-intern-program.html)

## UNDERGRADUATE TRAINING ASSISTANCE PROGRAM

A small number of high-achieving and committed secondary school seniors and /or college freshman and sophomores interested in a career in public service will be offered tuition assistance to accredited colleges or universities, provided challenging summer work, and guaranteed a position in their field of study upon graduation from this highly competitive program. Minorities, women and the disabled needing financial assistance to complete their undergraduate education are strongly encouraged to apply. Students will attend classes full-time during the academic year, and work at DIA during the summer in positions related to their course of study. While in school, students must maintain an overall cumulative grade point average (GPA) of 2.75 for the freshman year and 3.0 on a 4.0 scale (or its equivalent) for each semester/quarter thereafter.

- [www.dia.mil/careers/students/undergraduate-training-assistance-program.html](http://www.dia.mil/careers/students/undergraduate-training-assistance-program.html) ■

